



MANAGING MILLENNIALS

Millennials make up an increasing part of the workforce, and they bring with them their own way of doing things. *Managing Millennials* helps your leaders successfully manage, coach, and motivate their Millennial direct reports to contribute their best efforts at work.

PARTICIPANTS WILL LEARN TO:

- Navigate the generational differences in values, perceptions, communication styles, and more.
- Manage the strengths and challenges of the Millennial generation.
- Communicate and work with Millennial direct reports to get better results for themselves and the organization.

Managing Millennials will equip your leaders with nine specific skills to better manage their Millennial employees.

Skill 1: Show Them the Big Picture

Explain the overall outcome and reasons for doing their job well.

Skill 2: Make It Matter to Them

Understand what they care about and help them find meaning in what they are working on.

Skill 3: Include the Details

Help them overcome distraction and overload by giving details about their work and the results that are expected.

Skill 4: Build a Relationship

Learn to connect with Millennials rather than treating them as subordinates and expecting them to do as they're told.

Skill 5: Be Positive When Correcting

Focus on areas of improvement as positive feedback to avoid defense reactions to criticism.

Skill 6: Don't Take Things Personally

Keep the focus on Millennials and their performance by adapting to their frank style of communication and avoid taking offense.

Skill 7: Put Their Imagination to Work

Keep their minds and hearts engaged by using their imaginations to problem-solve and innovate.

Skill 8: Create the Right Rewards

Recognize their award-focused upbringing by rewarding performance, whether for small contributions or large successes.

Skill 9: Be Flexible

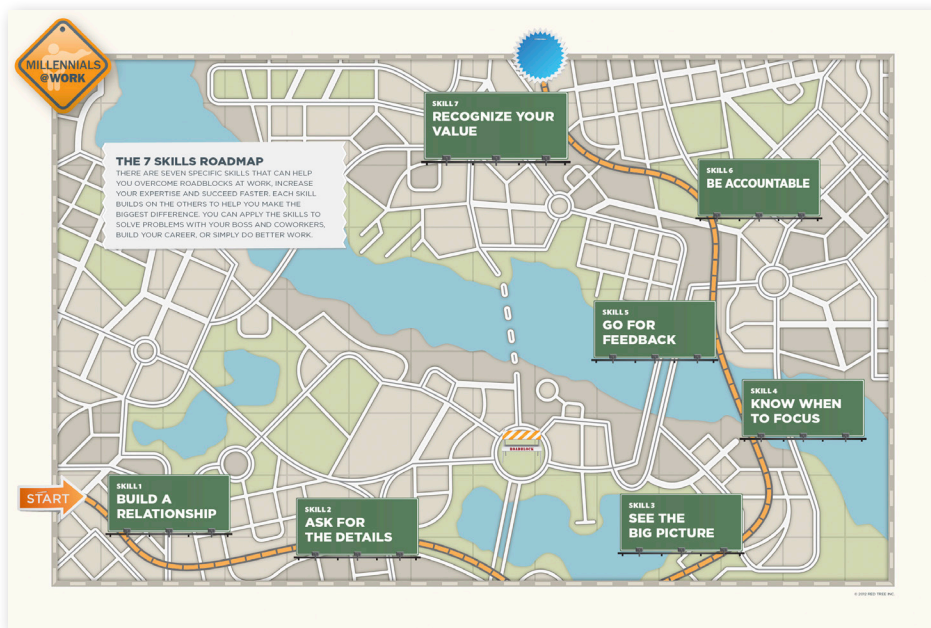
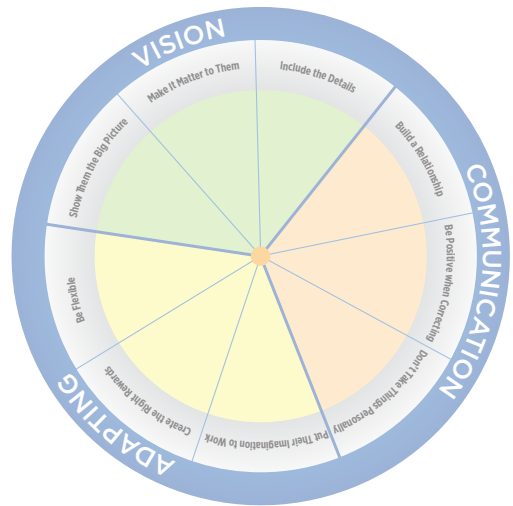
Focus on what gets done, not on how it gets done, and give them freedom to work how they want whenever possible.

CHALLENGE

In the coming decade, organizations will experience gaps in their workforce that only Millennials can fill. Millennials are the largest generation yet, and Baby Boomers are retiring in high numbers. It's conceivable that the demand for jobs will outweigh the supply and that Millennials will be able to pick and choose their jobs for many years.

SOLUTION

Managing Millennials helps managers, young and old, adapt to the new generation of workers and harness their potential. Your managers will learn to attract, retain, and unleash the potentials of these young employees.



HELP YOUR ORGANIZATION'S MANAGERS EFFECTIVELY LEAD THE MILLENNIAL GENERATION

For more information about *Managing Millennials* and *Millennials@Work*, contact your FranklinCovey client partner at marketing@franklincovey.ph or call +632.817.2726.

